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Disney Hit With Sexual Orientation Discrimination Suit By ABC Signature VP On First Day Of Pride Month

By Dominic Patten
June 1, 2021 1:27pm

Disney

Disney may be gearing up for its traditional celebration of Pride month, but on Tuesday a longtime executive has hit the House of Mouse with a lawsuit citing discrimination based on sexual orientation.

"Plaintiff has direct and repeated complaints to HR about the discrimination he has endured while employed by Defendants and, concomitantly, the related failures to promote him and to pay him at the same level as other department heads," said the complaint filed by attorneys for Joel Hopkins in Los Angeles Superior Court on the first day of LGBTQ+ Pride month.

"After his sexual orientation became known to his superiors and after being discriminated against and put on a dead-end career track and repeatedly denied promotions with no remedy or relief from HR, Plaintiff is informed and believes that yet again, in or around April 2021, several promotions occurred, but Plaintiff once again was not promoted," continues the 10-page filing for sexual orientation discrimination and failure to prevent discrimination in violation of California's Fair Employment and Housing Act (read the suit here). "Plaintiff is informed and believes that these promotions occurred despite representations that Disney was hurting financially and not promoting."

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The named defendants are the Walt Disney Company, ABC Signature Studios, Inc., and Riverside Television Services LLC.

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Currently a VP Production Finance at the 2020-formed ABC Signature, Hopkins joined the company in 1994 as Director of Production Finance for Buena Vista TV. In 2000, he was promoted to VP Production Finance for Touchstone TV. Around the same time, according to the complaint, "Plaintiff's sexual orientation as a gay man became known to several individuals, including Plaintiff's direct supervisor, Jim Hedges, the CFO of ABC."

Hopkins is seeking compensatory damages, punitive damages and various lawsuit costs – damages that could really start racking up if a judge takes into consideration what Hopkins could have earned over the decades had he moved up the Disney corporate food chain accordingly.

"Plaintiff is also informed and believes that his compensation is less than other individuals who are also department heads and that his title is lower than other individuals who are also department heads, especially for someone of Plaintiff's experience and tenure," the paperwork submitted to the LASC by lawyers Omid Nosrati and Michael Zarocostas declares.

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Representatives for Disney did not respond to request for comment on today's filing. However, they can't be entirely surprised it was coming; Hopkins filed a complaint of discrimination with California's Department of Fair Employment and Housing in April of this year. The exec's complaint was closed April 30 as Hopkins and his lawyers received a Right To Sue notice from the state agency.

"The civil action must be filed within one year from the date of this notice," said the DFEH's correspondence to Hopkins on the end of the fourth month of 2021.

In timing that offers up terrible optics to Disney this month perhaps more than most, Hopkins didn't wait long to make his move.

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85 Comments

Cameron Maloney *on June 23, 2021 10:23 am*

Didn't wait long to make his move, wouldn't doing it this month be extra perfect? Unless it was a tongue-in-cheek comment being spoken from Disney's POV, that makes sense then.

Jamie Dexter *on June 3, 2021 10:46 am*

Unfortunately for Disney Parks, Universal has been running circles around them lifting restrictions and have been preferred over Disney. Many summer amusement parks have opened without restrictions, making themselves also preferred over Disney.

Mom Of Disney Employee *on June 3, 2021 7:31 am*

I so disagree with this. Disney most definitely doesn't discriminate for sexual orientation. If you are not doing impressive work, you will not be promoted. Plain and simple!

Cameron Maloney *on June 23, 2021 10:23 am*

troll bait comment

Anonymous *on June 6, 2021 8:52 pm*

Dude. How would you know? Have you seen this persons' work? If you're convinced that this person wasn't being promoted for their lack of talent, follow the trial and see if he actually wins the lawsuit or not. There's literally nothing for you to disagree with yet as there isn't a verdict.

It Ain't The Last Time *on June 2, 2021 6:20 pm*

To all of those who don't believe that discrimination in the entertainment industry exists, pull your heads out of your butt. This is a matter for the court to decide, not public opinion. Hope you all have good jobs with decent employers, because when you get screwed, the only remediation you have is a court of law. Shame on all you who are showing prejudice because of one's sexual orientation. Up your nose with a rubber hose!

Anonymous *on June 2, 2021 3:52 pm*

This guy worked with me. I can't believe he kept his job, let alone got promoted to VP. On his best day, he was mediocre at best.

Anonymous *on June 28, 2021 9:59 pm*

Exactly! I worked under him and was near his assistant, Dennis. I remember lots of yelling about Diet Coke but not a lot of incredible leadership or... actual work.

Cameron Maloney *on June 23, 2021 10:24 am*

"posted by anon" modern day journalism

Anonymous *on June 6, 2021 1:19 pm*

We look forward to hearing more of your testimony as a character witness.

Signed,

AnonyMouse

Anonymous *on June 6, 2021 1:12 pm*

Probably shouldn't post here then. If Hopkins finds out, his legal team might try to discredit you as a material witness.

Trissa *on June 3, 2021 10:54 am*

Sure, Chapek.

TJ *on June 2, 2021 11:19 am*

Im so sick of the grievance hoaxes. As a member of the community...You waited till June 1st, so you could do it during the time where they'd face the most scrutiny. So clearly this isn't about your experiences but about the chance for a payout...or you'd do it when it happened, not waiting for the celebration month.

Jack Hart *on June 2, 2021 10:03 am*

Let me get this straight... A VP (Vice President) is suing because he feels like he hasn't been "Promoted?!?" YOU"RE A GOD DAMN VICE PRESIDENT!!! What, are you pissed that Chapek got to be CEO and not you? Come back when you're a rank and file worked that is getting screwed over, not when you're already making a 6-7 figure salary.

Scooby *on June 2, 2021 9:20 am*

It's always something with race or gender, this country will never have peace because of

It's always something with race or gender, this country will never have peace because of these 2 situations. The ones offended about everything with these situations will always have anger and blame everyone else

---

Sherry *on June 2, 2021 8:28 pm*

Totally agree

Lily *on June 2, 2021 3:36 pm*

I mean in this case it's sexual orientation. So those 3 situations.

Anonymous *on June 2, 2021 8:24 am*

Let's enjoy pride month . Not let this asshole ruin it!

Anonymous *on June 2, 2021 6:34 pm*

A.G.R.E.E.D.

Trissa *on June 3, 2021 10:55 am*

I wonder if these two above anons have the same IP, both tracing to Disney PR offices.

David H Travis *on June 2, 2021 7:04 am*

I think we should boycott Disney. Hit them IN THE WALLET

Judi *on June 3, 2021 11:45 am*

A lot of INNOCENT STOCK HOLDERS like me ... should not be hurt by the actions of one disgruntled employee. With all the WOKE, DIVERSITY, CANCEL CULTURE ... Disney should not get INVOLVED in it. Walt Disney his rolling over in his grave over this!! DISNEY IS QUALITY FAMILY ENTERTAINMENT ... PLEASE!!! KEEP IT

THAT WAY!

Anonymous *on June 3, 2021 1:44 pm*

Lol cry a river with your high risk investments dumbass

The Winchester *on June 2, 2021 3:14 am*

He might have been fired a long time ago if he was straight. Being gay actually helped him to stay that job.

Old Guy *on June 1, 2021 11:09 pm*

This doesn't surprise me, and I hope he gets a fair result. There are lots of big studios where it's ok to be gay if you're in casting or creative, but not in the more "serious" business or production roles. Subtle discrimination is everywhere... maybe your boss just thinks you're too unconventional to introduce to business partners. Or they're not quite sure how to explain your lifelong partner to colleagues, or they're nervous that you'll (honestly) say you have a husband when someone sees your ring and asks about your wife. Maybe you don't get invited to business lunches or important work meetings. And too often, the studios protect their own.

It's the same stuff we all had to deal with in high school, but despite all the Pride sponsorships, we still have to be burdened by it. Not enough supporters or allies who will really go to bat for you (thank you to the few of you who actually do). We suffer in isolation too often, and watch on the sidelines as the toxic bro culture is cheered on by management and HR.

I truly hope it's time for a change. I hope the entrenched studios have the willpower to do what's right. We just want to do our jobs and live our lives honestly, fairly, and freely, but too many of us are still treated as second class citizens.

Michelle *on June 1, 2021 10:14 pm*

Everyone so quick to judge i am an excellent boss and chef and work for a racist company that is treating me the same way i wish i had a lawyer like him.if he such a bad person they should have got rid of him i believe every word and if more employees start standing up this would stop happening. My company tried to pay me off to remove my complaint with the eeoc

A.H. *on June 1, 2021 9:05 pm*

I'd like to see how this plays out. I work in the business and have certainly seen / experienced lgbtq discrimination first hand. But there are also many vain, attention-seeking, opportunists, so i can also see how this could wind up being just another litigious lawsuit. If that ends up being the case, then shame on this guy for mudding the water for those who truly experience cold, hard, discrimination in their lives.

Kt *on June 1, 2021 8:57 pm*

Not trying to defend Disney or ABC, but the timing of this complaint is kinda suspicious. I mean, what are the chances that the employee's complaint will be announced right at the very beginning of the Pride month in US, knowing how much Disney cares about their image? Also, with all the major changes at Disney in the past few months (pandemic alone, plus acquisition of FOX, and all the reshuffling at the company that's followed), who knows if the plaintiff's career would've turned out as he suggests it could've & that he would've actually earned whatever the estimate amounts he suggests? Sounds like he's just trying to make as much noise during the pride month & force Disney into paying him lots of money if they want this lawsuit to be as quiet as possible...

Jdoe *on June 2, 2021 8:39 am*

He started the complaint well before pride month

Ahpook *on June 2, 2021 8:20 am*

Yes. Exactly. Its not suspect. It's good tactics. Maximizing pressure is part of those tactics.
Lawsuits are adversarial. The goal is to win, and win as big as possible.
His legal team is on point. They are doing their job well.

Kudos!

C Los *on June 1, 2021 8:42 pm*

Burden of proof now falls on the dude suing. He's going to show concrete proof that he was being discriminated against because of his sexuality. If this company can prove that

he was a shit bag of an employee then he has nothing. Disney isn't perfect but they've been in the business long enough to know better and they have plenty of LGBTQI employees in leadership and they have a DE&I program. It's going to be tough for this guy to get a pay out from Disney. And based from the comments below, if there's also been complaints against the guy it'll look much worse for him too. Will be interesting to see how this plays/pays out.

Anonymous *on June 2, 2021 9:11 am*

He was given a Right to Sue notice by the California state agency that governs these issues. Did you not read the article? It means the state already found that he has enough proof to move forward with a lawsuit. There is no guarantee of victory, but he clearly has proof of his claim.

Anon *on June 3, 2021 7:16 am*

RIght to sue is automatic – it is not in itself a judgment. In fact, it's closer to the opposite. EEOC didn't find enough evidence to act and they dismissed telling him he still had a right to sue.

Anonymous *on June 2, 2021 5:41 pm*

Not necessarily. A right to sue may be issued if they have no evidence as well. If they find evidence they try to arbitrate and seak resolution, but if the party isn't satisfied they can still issue a right to sue.

Don't Believe You *on June 1, 2021 8:08 pm*

sounds like another disgruntled failure of an employee trying to cash in.

JR *on June 2, 2021 8:45 am*

He had been there for 25 years, so not sure if he was that much of a failure he would still be around.

Pure Opinion *on June 1, 2021 7:29 pm*

Maybe you just nit that good at your job? Maybe we as people tend to believe the world is against us when it really is not. I'm sure you will scam I mean money from this.

Chris Wood *on June 1, 2021 5:09 pm*

I find this whole story suspect!
The law suit happen to come out on the first day of gay pride. And then Hopkins expects to have a shit load or money coming to him?

Anonymous *on June 2, 2021 7:05 am*

Why because your straight?

TJ *on June 2, 2021 11:22 am*

Being straight doesn't preclude one from understanding the plights of anyone else. The perpetuation of that idea is what causes our community to self segregate. We want to be equal while keeping our tiaras.

La Quetta *on June 2, 2021 12:19 am*

I totally agree 💯 percent!

Shane Patterson *on June 1, 2021 4:53 pm*

Did anyone ever think he may not have been promoted due to poor work ethic,attendence,or is he a person that does minimal to get by. Just kind of funny every time something doesn't go your way it's because of sexual orientation. Just saying it's possible it has nothing to do with that at all

---

Anonymous *on June 1, 2021 6:49 pm*

It's not just possible, as someone who worked for Joel I can say it's likely this has nothing to do with his sexual preference and everything to do with his shortcomings as a manager.

Hawkins *on June 2, 2021 5:42 am*

It's not like others who were promoted were any better.. In my experience he was no better or worse than others I worked for who quickly climbed the ladder.

Tyker *on June 1, 2021 11:21 pm*

Sexual orientation, not preference.

Kt *on June 1, 2021 9:02 pm*

Good to know I'm not as cynical as I thought I am. Always trying to think best of people, but looking at it from the outside perspective (outside of US that is), if his motivations turn out to be purely (or for the most part) monetary, he'll end up damaging lgbtq community more than spotlighting ongoing issues that the members of community experience. In instances such as this, greed is not good. I mean how calculative do you need to be to have it announced accurately on the first day of pride month?....

V.S. *on June 1, 2021 6:13 pm*

Good to know I'm not the only intelligent person on this planet. Too many worthless people always cry about race, gender, sexual orientation, or some other excuse when they don't get their way. I'm all over the country and see bad people every day. Yet they can't be fired because they fulfill an affirmative action quota or will cry false claims if they do get canned. They are the true y2k bug.

Anonymous *on June 2, 2021 9:19 am*

Interesting that you know none of the details of the case, yet you have already made a conclusion that he is completely in the wrong. You are proof that bigotry exists. In your mind, anyone who speaks up about race, gender or sexuality is immediately in the wrong and is "worthless". Face it, you are a bigot, and people like you are what is wrong with the world.

John P Hyde *on June 3, 2021 7:55 am*

And you jump to the defense with the exact amount of information. Why do't we just chill and wait for evidence, huh?

ProductionFinance *on June 1, 2021 2:02 pm*

As someone who has worked for Joel, I can't help but wonder if he wasn't promoted because he is just an awful person.

Sharon V. *on June 4, 2021 9:43 pm*

I worked for him as well and he is NOT an awful person. He is reasonable and fair but he's also human. As long as you are logical (and p.s. we are in finance so we better be) and present a logical solution and expect logical results then all will go well. If you didn't get what you wanted then you needed to work harder on the presentation. He's not your friend. He's your boss. Get over it. He should have been a Sr. VP years ago. Take a look at some of the other studios. His record for delivering the shows that they produce for the amount that they project is head and shoulders above the competition. It doesn't make sense that he hasn't been promoted unless it is because he's gay. Joel, I hope you kick their butt.

Anon *on June 2, 2021 12:25 am*

Once he filed a complaint, they can't even let him go because then it would look like retaliation. So if it is because he's an awful employee and not anything else, they're stuck with him.

Anonymous *on June 2, 2021 9:28 am*

If he was such an awful employee for so long, they could have easily fired him based on that. All they had to do was prove he was a bad employee.

Anonymous *on June 1, 2021 5:33 pm*

As true as this probably is, it's irrelevant. This is the culture Hollywood (and the studios specifically) created. They asked for this and now they're fair game for any

discrimination claim made by anybody who isn't a white straight male. Would love to see whether they back down or not. It's a lose lose for them. Chances are they back down because these studios are getting really good at being bullied by the .1%. But if they fight it then they're homophobic...obviously (sarcasm).

Anonymous *on June 2, 2021 9:21 am*

"White straight males" got where they are by excluding everyone else from participating. Now they cry when the tables are turned.

Anonymous *on June 2, 2021 3:03 pm*

Not the point of this comment. Point is that white straight males wouldn't bring on this lawsuit. If they did, then other white straight males would look down on them. Creates a culture of toughness. Forces people to be less mediocre.

Cameron Maloney *on June 23, 2021 10:28 am*

I'm sorry, but how does a straight male sue his company for being homophobic towards him...? XD You're trying to reinforce your idea but it makes less sense them more you talk about it, I'm so confused

---

Kt *on June 1, 2021 9:04 pm*

Fair point

Anonymous *on June 1, 2021 7:11 pm*

10% of the population is LGBT. Roughly 30% of the population is not white. More than 50% of the population is female. Sorry you don't dominate anymore and won't get away with mistreating us anymore.

Anonymous *on June 3, 2021 8:02 am*

You're telling me 1 in 10 people you meet are LGBTQ? I'm going to go with common sense and my own eyes and ears on this one and say that's BS.

Like stating religion is real because there's a Bible. I think you and I can both agree that's also BS, yeah?

Also, you literally just stated the majority of people in the US are white females, so obviously your point is that white females have nothing to complain about, right?

Anonymous *on June 2, 2021 3:19 pm*

You're only referencing one country. To be honest, it's pretty privileged of you to assume white people are the majority in every country. In China, Chinese people dominate. In Japan, Japanese people dominate. In India…you get the point? Pretty racist if you don't…

Trissa *on June 3, 2021 10:57 am*

That's some wide-ranging whataboutism. The events of this article are happening in the USA.

Anonymous *on June 2, 2021 3:17 pm*

This doesn't address the comment though. Also, not sure the commenter ever addressed his or her race? Simply made a claim. One that seems to be have some legitimacy to it. Basically stated Disney is screwed no matter what they do here because of the culture they've created and the stances they've took on issues within the past 5 years. Not even sure he referenced the gay man involved in the suit. Simply referenced Disney's position in this.

You should try not to get offended too easily. That could definitely hurt you in the workplace.

Anonymous *on June 2, 2021 12:28 pm*

Lol I bet

Tazzman *on June 2, 2021 11:29 am*

To Anonymous with the poll numbers above: Do you seriously think women and

POC aren't capable of discrimination?

Ahpook *on June 2, 2021 8:23 am*

Exactly. We'll said. The fragility is real.

Anonymous *on June 1, 2021 6:19 pm*

Took the words right out of my mouth.

Anonymous *on June 1, 2021 3:46 pm*

I couldn't agree more with this comment.
He is an awful person to work for.

Anonymous *on June 2, 2021 12:14 pm*

And obviously since you worked with him you will be able to provide your name so we can verify your claim, correct?

Anonymous *on June 2, 2021 4:48 pm*

Believe all victims!

Anonymous *on June 1, 2021 8:43 pm*

Give us some examples please

Anonymous *on June 1, 2021 2:15 pm*

LOL came here to say that!!!!!

Anonymous *on June 2, 2021 7:22 am*

Same!

Anonymous *on June 1, 2021 1:56 pm*

I believe it. The industry routinely fails to have artificial boundaries of gay men in particular both on screen and in executives roles. And just like racism can be quiet so can judgement based on sexual orientation where there's a quiet ceiling where the discrimination is very indirect and you can't point the finger. Sadly the industry does not want to acknowledge this is a problem and diversity measures are often in lacking in proper training.

Anonymous *on June 1, 2021 2:12 pm*

Sure sure, except... There are a lot of gay folk running things at Disney. So let's be real, gonna be tough to say Disney don't promote or pay gays.

Anonymous *on June 2, 2021 7:45 am*

They fired the head of Disney plus and ABC studios. Both gay and replaced them with someone who was straight.
Where are the gay leads in their shows? Where are the gay showrunners to create these shows?
Things need to change at ABC/Disney.

Anon *on June 2, 2021 12:42 am*

still waiting on the names

Anonymous *on June 1, 2021 6:58 pm*

As a former cast member, with multiple family members also at Disney, i can confirm that sexual orientation is never an issue to Disney. It is more about if you do your job well and your overall attitude. If you don't fit the 'happiest place on earth' expectation, you don't get the rewards. Sounds like he doesn't fit the expected profile. He is all about publicity now.

Anonymous *on June 1, 2021 6:38 pm*

Like who?

Anonymous *on June 2, 2021 6:38 am*

Exactly. There are a lot of people of all genders and ethnicities at different companies. It comes down to seniority and is there a 'glass ceiling'. The suit is generally about inequitable pay after all. The fact is a lot of gay people that did build Disney (Howard Ashman) but has Disney ever considered a gay CEO? Will it happen? Is there a ceiling to how high you can go?

Just remember they moved Love Victor was moved off Disney + – I guess they only want talent and skills from gay people but their are some limitations to where there comfort zone is.

Carousel *on June 1, 2021 11:10 pm*

Yes, who are all these gay leaders you think exist at Disney?

Womp Womp *on June 1, 2021 1:34 pm*

Wow. Disney had time to remedy this situation. Eek. "...Hopkins filed a complaint of discrimination with California's Department of Fair Employment and Housing in April of this year...The exec's complaint was closed on April 30 as Hopkins and his lawyers received a Right To Sue notice from state agency."

Jackson *on June 1, 2021 5:08 pm*

If the company thinks the complaint is invalid, there would be nothing to remedy.

Other than some bad PR, it's unlikely that this costs Disney much. They have a ton of in-house attorneys.

Anonymous *on June 2, 2021 9:59 am*

The company isn't the only party that gets to decide what is valid or not. That is why there are courts

there are courts.

Anonymous *on June 3, 2021 12:51 pm*

If Disney's Counsel didn't know they WOULD Win this Easily they would have advised Disney to settled with him already. They would not let this story break the First Week of PRIDE!

Disney is sending a message.
(We're not an easy mark)
(and We treat Everyone Fairly)

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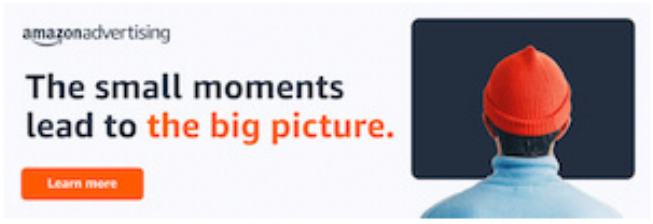

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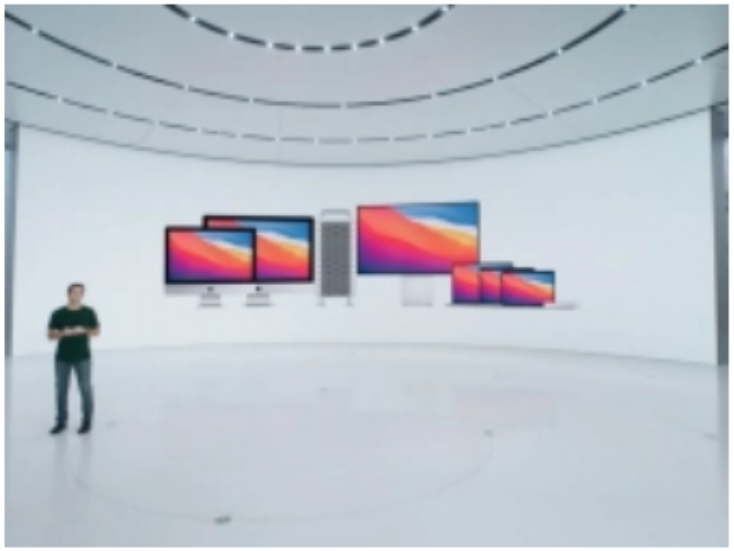

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